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Message Text

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ACTION MMO-02

INFO OCT-01 NEA-11 ISO-00 SS-15 SP-02 PER-01 ABF-01
NSC-05 OMB-01 AID-05 A-01 /045 W
----------010737 092121Z /73
R 091000Z JUN 78
FM AMEMBASSY KATHMANDU
TO SECSTATE WASHDC 2257

LIMITED OFFICIAL USE SECTION 1 OF 2 KATHMANDU 2977

FOR DEPUTY UNDER SEC FOR MANAGEMENT

E.O. 11652: N/A
TAGS: AODE
SUBJECT: MODE - AUTHORIZED STAFFING LEVELS FOR AID FOR FY 78
AND FY 79

REF: (A) STATE 124987, (B) STATE 143740

1. YOUR VERY HELPFUL MESSAGE (REF A) PROMPTED ANOTHER GENERAL REVIEW OF OUR PERSONNEL LEVELS WITH SPECIAL ATTENTION TO AID/N CEILINGS AND THIS WAS NEARING COMPLETION AS REF B ARRIVEE. THIS MESSAGE DEALS WITH AID POSITIONS FOR FY 78 AND FY 79. CONCLUSIONS REACHED ABOUT OTHER ELEMENTS OF MISSION WILL BE REPORTED IN SEPTELS IN OTHER CHANNELS.

2. FOLLOWING IS ROSTER REQUESTED IN PARA SEVEN REF A BASED ON INFORMATION AVAILABLE TO POST AS OF MAY 24. USING CURRENT MODE BASE OF US 19, AID/N IS ASKING FOR AN INCREASE OF 9 POSITIONS IN FY 78 AND 8 IN FY 79 TO A REVISED MODE LEVEL OF 28 IN FY 78 AND 27 IN FY 79. I HAVE CONCURRED IN NEW LEVELS AS SET FORTH IN PARA THREE BELOW.

POS NO POSITION TITLE INCUMBENT
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273671012	MSN DIR	BUTTERFIELD, SAMUEL H.
71017	ASST DIR	COLES, JULIUS E.
71022	SECY	O'ROURKE, MARGARET S.
1027	SECY	GRANDON, OPAL P.
1028	PROG ECON	BABYLON, JOHN R.
1032	ASST PROG OFF	BURKE, RICHARD P.

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1041 ASST PROG OFF DAKAN, ROBERT T.
1052 ASST PROG OFF MILLS, ROBERT M.
2012 EXEC OFF SCHNEIDER, HAROLD J.
2022 GSO RAWLEY, ROBERT F.
2113 PER OFF WRIGHT, PAULINE C.
3014 CTLR LONG, DONALD L.
4006 GEN DVL OFF BLANKSTEIN, CHARLES
5006 AG DVL OFF WILSON, JOHN R.
5009 ASST AG DVL OFF (PITTS, STALEY L.)
6012 POP OFF BURDICK, JOHN R.
7013 HMRS DVL OFF EDU NEWBRY, BURTONC.
8013 CP PRJ DVL OFF TIEDT, DAVID F.
9012 HLTH OFF OLDHAM, WILLIAM D.
9016 PH ADV (NOT TO BE FILLED IN FY 78)
(TO BE FILLED IN FY 79 BY
IDI ANDERSON)
NEW PROG OFF
NEW ASST GEN DVL OFF
NEW CP PRJ DVL OFF (NOT TO BE FILLED IN
FY 78) (TO BE FILLED IN
FY 79 BY IDI FREUNDLICH)
NEW ACCT (FIN ANAL)
PASA SOIL/WTR CONS OFF (STEVENS, MERVIN E.)
IDI HLTH/ADM (ANDERSON, ANN SIGRID)
IDI AG/RUR DVL (MCPHERSON, LAURA A.)
IDI CP PRJ DVL OFF FREUNDLICH, STEVEN J.
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NOTE: NAMES IN PARENTHESIS HAVE NOT YET ARRIVED AT POST.

TOTALS: FY-1978 FY-1959
USDH 24 POSITIONS (ASTERICK 24
IDI 3 2
PASA 1 1
28 (ASTERICK) 27 (ASTERICK)

(ASTERICK) TWO OF THESE POSITIONS WILL NOT BE FILLED IN FY-78 BUT WILL BE FILLED BY GRADUATING IDIS IN FY-79. THEREFORE, WE SHOULD BE WELL WITHIN THE OVERALL MODE CEILING OF 27 IN FY-78

3. BACKGROUND - ALTHOUGH WE HAVE NOT RECEIVED CONFIRMATION BY DEPARTMENT OF MODE CEILING FOR AID/N, WE HAVE PROCEEDED ON ASSUMPTION THAT AID/N CURRENTLY HAS A MODE CEILING OF US 19 (PARA 4,77 KATHMANDU 5220). THIS COINCIDES WITH AID/W DATA ON US DIRECT HIRE CEILING AS APPROVED SEPTEMBER 30, 1977 (77 STATE 276606).
IN THE NOVEMBER '77 MODE EXERCISE (77 KATHMANDU 5220), I CONCURRED IN AN AID/N INCREASE OF THREE POSITIONS FOR A NEW CEILING FOR FY 78/79 OF US 22. SINCE THEN AID/W HAS

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AUTHORIZED FOUR ADDITIONAL POSITIONS WHICH TOGETHER
WITH ONE PASA POSITION AND THREE IDI POSITIONS MAKE A
TOTAL OF 28 WHICH AID/N IS REQUESTING FOR FY 78. IT IS MY
UNDERSTANDING THAT IDI AND PASA POSITIONS MUST BE INCLUDED
IN MODE LEVELS ALTHOUGH THEY FALL OUTSIDE OF AID US
DIRECT HIRE CEILINGS (STATE 113920). IN KATHMANDU 2549 I
CONCURRED IN THIS REVISED MODE LEVEL OF 28 FOR FY 78
AND 27 FOR FY 79.

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ACTION MMO-02

INFO OCT-01 NEA-11 ISO-00 SS-15 SP-02 PER-01 ABF-01
NSC-05 OMB-01 AID-05 A-01 /045 W
----------010479 092123Z /73
R 091000Z JUN 78
FM AMEMBASSY KATHMANDU
TO SECSTATE WASHDC 2258

LIMITED OFFICIAL USE SECTION 2 OF 2 KATHMANDU 2977

FOR DEPUTY UNDER SEC FOR MANAGEMENT

4. COMMENT: WHILE GOING ALONG WITH AID/N ON ITS
PROPOSED NEW CEILINGS BECAUSE I CONSIDER THEM JUSTIFIED BY OUR
GROWING DEVELOPMENTAL ASSISTANCE EFFORT IN NEPAL, THERE ARE
STILL SEVERAL ASPECTS ABOUT AID'S PERSONNEL EXPANSION WHICH
TROUBLE ME. FIRST, THE APPARENT INCONSISTENCY NOTED IN REF
A BETWEEN MESSAGES FROM THE DEPARTMENT REMINDING US OF
PRESIDENT'S CONTINUING INTEREST IN KEEPING OFFICIAL PERSONNEL
OVERSEAS TO LOWEST POSSIBLE LEVELS AND PRESSURES AND DECISIONS
BY AID/W TO BUILD UP AID STAFFS OVERSEAS. SECONDLY, RECENT
AID/W DECISION TO TRANSFER VARIOUS ADMINISTRATIVE AND MANA-
GEMENT FUNCTIONS TO THE FIELD REQUIRING STAFF ADDITIONS HERE
TO CARRY OUT THESE FUNCTIONS. THE LATTER HAVE BEEN AND COULD
CONTINUE TO BE PERFORMED IN WASHINGTON. THESE DECISIONS ALSO
SEEM INCONSISTENT WITH THE PRESIDENT'S CONCERNS AND WITH OUR
EFFORTS TO KEEP OUR PROFILE LOW IN NEPAL AND TO TAKE INTO
ACCOUNT POLITICAL SENSITIVITIES OF NEPALESE ABOUT LARGE
NUMBER OF FOREIGN ADVISORS.
SPECIFICALLY, ONE OF NEW POSITIONS LISTED IN PARA 2 ABOVE,
THAT OF ACCOUNTANT (FINANCIAL ANALYST) IS REQUIRED ONLY
TO TAKE CARE OF FUNCTIONS AID/W HAS TRANSFERRED TO KATHMANDU.

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THESE COULD BE JUST AS WELL AND FAR MORE ECONOMICALLY PER-
FORMED IN WASHINGTON. A SECOND NEW POSITION, THAT OF
PROGRAM OFFICER, IS ALSO HIGHLY SUSPECT. AID/N HAS MANAGED
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VERY WELL FOR A NUMBER OF YEARS WITHOUT PROGRAM OFFICER,
BUT NOW FEELS THAT ONE IS REQUIRED, LARGELY IN ORDER TO
MEET INCREASING PAPER DEMANDS WHICH AID/W IS IMPOSING ON
THE FIELD. THE RECENT ABS EXERCISE WHICH AID VETERANS
DESCRIBE AS THE WORST EVER IS ONE EXAMPLE. ANOTHER IS
NEWLY ESTABLISHED "COUNTRY DEVELOPMENT STRATEGY STATEMENT"
WHICH APPEARS LIKELY TO REQUIRE MANY MONTHS OF FULL-TIME
EFFORTS OF PROGRAM OFFICER.
I HAVE CONCURRED IN THESE INCREASES BECAUSE AID DIRECTOR
ASSURES ME THESE TWO POSITIONS ARE ABSOLUTELY NECESSARY
TO MEET AID/W'S SURGING DEMANDS FOR PAPER AND ACCOUNTABILITY.
HOWEVER, I CONTINUE TO HAVE STRONG RESERVATIONS AND IF DEPT
WISHES UNDERTAKE TEST CASE WITH AID/W ON THIS ISSUE I AM
PREPARED REVOKE MY CONCURRENCE OF THESE TWO POSITIONS ON
GROUNDS THAT ANY STAFF INCREASES IN FIELD SHOULD BE
DIRECTLY RELATED TO OUR EXPANDING DEVELOPMENTAL ACTVITIES
IN RURAL AREAS AND NOT REPEAT NOT TO OVERHEAD MANAGEMENT
STAFF. I AM STRONGLY DISPOSED TO ADOPT THIS COURSE
OF ACTION BUT SEE NO POINT OF CHALLENGING BASIC DECISION
MADE BY ADMINISTRATOR GILLIGAN UNLESS DEPARTMENT IS IN
SYMPATHY WITH THIS NOTION AND MY ACTION IS IN ACCORD
WITH DEPARTMENT'S THINKING.
I HAVE SHOWN THIS MESSAGE TO AID DIRECTOR BUT HAVE NOT
SOUGHT HIS CONCURRENCE AS I DO NOT THINK IT FAIR OR
PROPER AT THIS POINT TO COMMIT HIM ONE WAY OR OTHER
TO COURSE OF ACTION PROPOSED IN IMMEDIATELY PRECEEDING
PARAGRAPH.

5. ACTION REQUESTED:
1) DEPARTMENT'S DECISION ON AID/N MODE LEVELS FOR
FY 78 AND 79.
2) DEPARTMENT'S INSTRUCTIONS ON WHETHER TO MAKE TEST
CASE OF TWO ADMINISTRATIVE AND MANAGEMENT POSITIONS,
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INCLUDED IN REQUESTED INCREASE OF STAFF BECAUSE OF
AID/W DECISIONS TO DECENTRALIZE.
HECK

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